



ACTION PLAN

Our Commitment to Proactive Diversification and Inclusion: OF + BY = FOR ALL

OF the people:

- Cultivate partnerships with local organizations who represent marginalized groups
- Collaborate with artists and artistic organizations that currently serve underrepresented communities
- Elevate and amplify groups focused on social justice work
- Feature guest speakers of marginalized groups at educational events and pre-show presentations

BY the people:

- Inclusive hiring practices across the entire organization, from production staff to business needs to board members
- Additionally, produce at least one production each season that highlights underrepresented artists and voices. (Examples: culturally expansive production concepts, a biennial all-female-identifying production, under-told narratives)
- Creation and development of Community Connections, an entirely new program dedicated to performances, writings, and experiences of marginalized groups
- Stewardship of emerging actors, designers, and technicians in high school and college, with a comprehensive, hands-on internship program

FOR ALL:

- Dedicated outreach to diverse populations through community inclusion, partnerships, and involvement
- One entirely free mainstage production each year, accessible by public transportation
- Kids 17 and under always free at mainstage productions
- Minimum of three free ShakesBEERience productions each year, open to the public in a central location accessible by public transportation
- Affordable programming, including
 - Accessibly priced tickets for core programs, combinable with additional discounts (college/educator, military/government personnel, senior)
 - In-school workshops
 - Summer camp with generous scholarship opportunities
- Actively improve access for patrons of varying abilities and disabilities
- Develop a process for staff and artists to address issues of discrimination and harassment, and foster a safe and caring workspace